

2008-2009 PERFORMANCE PLAN – GENERAL COUNSEL (P. Mixon)

Qualitative Performance Measures

Weight	Factor	Performance Measure	Incentive Schedule
20%	Ethics Training	By April 1, 2009, provide the Board and all CalPERS staff with training, through a variety of media (including new employee orientation, computer-based training and live workshops) regarding CalPERS' Ethical Culture. Maintain records to ensure 100% compliance with mandatory training requirements. Achieve ratings of "good" or better on 90% of evaluations.	From Schedule
25%	CalPERS Enterprise-wide Projects	<ul style="list-style-type: none"> • Enterprise Transition Management: Continue to identify enterprise and division specific risks and issues. • Client (aka Internal Customer) Service: By June 30, 2009, conduct survey of Legal Office and Legal Office clients to assess effectiveness, quality and timeliness of Legal Office services. • Emerging Legal Developments: Provide the Board and CEO with reports, analysis and recommendations on emerging and active legal developments, including potential and ongoing litigation, related to public pension plans and shareowner rights. • Information Security: Provide ongoing legal advice and policy direction as a member of the Information Security Task Force. 	From Schedule
20%	Pension System Resumption (PSR) Project	<p>Continue as Executive advisor for this project to ensure that the specific project objectives are completed for fiscal year 2008-09.</p> <p>The Pension System Resumption (PSR)/ Enterprise Transition Management (ETM) and Public Employer Readiness Team (PERT) Projects will be on track for operational implementation by Spring 2010 as measured by the following key milestones:</p> <p>By September 30, 2008:</p> <ul style="list-style-type: none"> • Approve the revised ETM Project scope, budget and staffing plan and complete initial organizational readiness assessment. <p>By December 30, 2008:</p> <ul style="list-style-type: none"> • Ensure PSR design activities are on schedule and the second ETM Change Readiness Assessment is complete. 	From Schedule

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	Pension System Resumption (PSR) Project (continued)	<p>By March 31, 2009:</p> <ul style="list-style-type: none"> Ensure implementation of new IT operational processes critical to PSR at “go live” is on schedule and the third Change Readiness Assessment is complete. <p>By June 30, 2009:</p> <ul style="list-style-type: none"> Ensure scheduled PSR development activities, the Employer Education Web Conference Series and regulatory changes required to support PSR are complete. Ensure final completion of ETM Change Readiness Assessment and the Organization Readiness Plans. 	From Schedule
25%	Special Projects	<p>Perform special projects identified by the Board and CEO during the year, including providing strategic advice for managing the risk of emerging and complex issues. Level of performance will be judged by the Board. These projects include:</p> <ul style="list-style-type: none"> Participate in negotiations and present for Board approval a CalRHIO proposal for CalPERS health plans. An Annual Fiduciary Workshop, which includes but is not limited to a discussion of shareowner rights, including transparency and other corporate governance issues, and labor management issues. Achieve ratings of “good” or better on 90% of evaluations. A Board Governance Workshop. Achieve ratings of “good” or better on 90% of evaluations. 	From Schedule
10%	Enterprise Compliance Risk Assessment and Management Plan	<ul style="list-style-type: none"> By March 31, 2009, implement risk management plan and measurement tool that provides continued monitoring and assessment of enterprise risk. By June 30, 2009, provide a mid-year risk assessment report to the Finance Committee. 	From Schedule
100%	Total	Qualitative Measures	